



Administrative Progress Report (APR) November 2006

To: POST Commissioners and Advisory Committee Members

From: KENNETH J. O'BRIEN
Executive Director

The Administrative Progress Report (APR) is a monthly status report that informs POST Commissioners and the California law enforcement community of recent progress on POST projects and instructional programs under development, and other information of importance to our mission to continually enhance the professionalism of California law enforcement.

The POST family wishes each of you the best and happiest holiday season.

LAW ENFORCEMENT RESPONSE TO TERRORISM COURSE AVAILABLE ONLINE

On November 9, 2006, the *Law Enforcement Response to Terrorism* course was launched on the POST Learning Portal at www.lp.post.ca.gov. Over 150 students have already completed the online course in the three weeks since its release.

Reaction to the course has been favorable. The following comments have been received via the online course evaluation instrument:

- “Very good interactive course with excellent useable information. I thought it was an excellent presentation and I liked the “hands on” scenarios.”
- “Great course. I really like the interactive aspects....Overall extremely impressed with the quality and content of this course and I look forward to seeing more.”
- “You should have more courses online. This is great and very easy to use.”
- “Great way to learn. Can learn at your own pace. Can go back and review materials. Very well done!”
- “This was really excellent, good material presented in an easy to understand fashion. The interactive facet was like a kid’s learning videogame for adult professionals... it held my interest and made learning fun. Great job!”
- “You really outdid yourself. This was a fantastic course, perhaps the best online course I’ve ever taken. I learned a lot (the format of the course forced me to), and would like to take other online courses.”

The course meets the requirements of SB 1350 and PC 13519.12 and is approved by the U.S. Department of Homeland Security, Office of Grants and Training. Officers receive 8 hours of Continuing Professional Training credit for completing the course (often completed in 3-5 hours).

Questions about the *Law Enforcement Response to Terrorism* course should be directed to Supervisor Jan Myyra, Learning Technology Resource Center, at (916) 227-4550 or Jan.Myyra@post.ca.gov.

CRITICAL INCIDENT MANAGEMENT TELECOURSE RELEASED TO FIELD

The *Critical Incident Management (SEMS/NIMS)* Telecourse has been completed and mailed to all agencies in the POST program. This 2-hour telecourse provides trainees with an overview of the California Standardized Emergency Management System (SEMS) and the National Incident Management System (NIMS).

The program highlights several critical incidents in California where SEMS successfully managed multi-jurisdictional responses. This telecourse does not satisfy any of the federal or state SEMS or NIMS training requirements but can be used as resource materials and support for specific courses. Additional copies are available from POST.

The telecourse was developed in conjunction with the California Highway Patrol, the Governor's Office of Emergency Services (OES), the Governor's Office of Homeland Security (OHS), the California Department of Fire and Forestry (CAL-FIRE), and the Emergency Medical Services Authority (EMSA).

Questions about the telecourse may be directed to Special Consultant Ken Whitman, Homeland Security Training Program, at (916) 227-5561 or at Ken.Whitman@post.ca.gov.

GOVERNOR'S PUBLIC SAFETY OFFICER MEDAL OF VALOR CEREMONY

On November 29, 2006, POST staff represented the Commission at the Governor's Public Safety Officer Medal of Valor Ceremony conducted at the Governor's office. Ninety-eight incidents, which occurred in 2005, were submitted to the Governor's Medal of Valor Review Board for consideration of this venerated award. Six officers, involved in a total of four incidents, ultimately were awarded the Medal of Valor. They are:

Officer Patrick "Tank" Sears	Ventura Police Department
Officer Frank Tolerico	Fontana Police Department
Officer Jeffrey Jensen	Los Angeles Police Department
Officer Paul Waymire	Los Angeles Police Department
Officer Troy Zeeman	Los Angeles Police Department
Officer Bryan Gregson	Los Angeles Police Department

Governor Arnold Schwarzenegger presented each officer with their medal. The Master of Ceremonies was Lodi Chief of Police Jerry Adams.

Questions about the Medal of Valor Ceremony may be directed to Bureau Chief/Legislative Liaison Bob Stresak, Executive Office, at (916) 227-2085 or Bob.Stresak@post.ca.gov.

LAW ENFORCEMENT RECRUITER WORKSHOP CONDUCTED

On November 7-8, 2006, a Recruiter Workshop targeting small to mid-size law enforcement agencies was conducted in Burbank in response to the overwhelming need identified during the May 2006 Recruiter Seminar. One-hundred thirty-four law enforcement recruiters, executives, and city/county human resource personnel attended this workshop. Recruiters received information about successful programs and recruitment strategies for smaller agencies.

The workshop consisted of three plenary sessions, two keynote speakers, and 12 repeating workshops. The plenary sessions included an overview of the “Best Practices in Recruitment,” “Tips on Using the Internet for Recruitment,” and “Improving the Selection Process.” Keynote speakers discussed “Generations in the Workplace” and “Attracting Experienced Officers.” Workshops included: “Recruitment for Smaller Agencies,” “Developing an Advertising Plan,” “Advertising on a Limited Budget,” “Strategic Planning,” “Developing a Recruitment Strategic Plan,” “Developing Media Savvy,” “Developing a Recruitment Video,” “Recruiting Generation Y,” “Recruiting Non-Affiliates,” “Diversity Recruitment,” “Employee Incentive Programs,” “Getting the Most Out of a Job Fair,” and a “Chiefs’ Panel on Executive Perspectives.”

Attendee evaluations identified two specific needs: 1) the need for a workshop inviting only law enforcement executives and the respective city/county human resources agency head to focus on the recruitment crisis; and 2) recurring workshops for newly-assigned recruiters.

Digital audio recordings were made of the plenary and keynote speakers which will be evaluated for quality, content, and possible incorporation into the POST Learning Portal.

Questions about the Recruiter Workshop may be directed to Senior Consultant Steve Craig, Training Program Services Bureau, at (916) 227-4887 or Steven.Craig@post.ca.gov.

DEVELOPMENT OF CPT PACKAGE FOR VEHICLE PURSUIT TRAINING

POST has begun development of a DVD training package to assist local law enforcement agencies in meeting the annual pursuit policy training requirement contained in Vehicle Code §17004.7. POST revised the Vehicle Pursuit Guidelines to reflect the changes in Penal Code §13519.8. Developing a policy and providing training that reflects the requirements of §17004.7 is necessary in order for agencies to retain their immunity related to vehicle pursuits.

As of July 1, 2007, agencies are required to develop a pursuit policy consistent with the POST guidelines and to conduct annual training on the components of the policy. Agencies must also have officers attest to understanding the policy and must retain records of attestations and training in order to satisfy immunity requirements.

To support training efforts, POST is developing the Vehicle Pursuit CPT Package, which consists of the Tactical Driving Telecourse DVD, the Pursuit Driving Telecourse DVD, and a Line-Up Training DVD.

The Tactical Driving Telecourse includes:

- Improving driving skills
- Tactical approaches to emergency and non-emergency driving
- Physiological/psychological factors that impact driving ability
- Legal responsibilities
- Radio communications
- Use of emergency equipment
- Driving distractions
- Vehicle dynamics

The Pursuit Driving Telecourse includes the POST Pursuit Guidelines and:

- New and existing laws related to pursuit driving
- When to initiate a pursuit
- When to terminate a pursuit
- Pursuit vs. failure to yield
- The balancing of suspect apprehension vs. risk
- The ever-changing aspects of pursuits

Each telecourse DVD is two hours (two hours of CPT credit per program) and features simple, easy-to-use on-screen menus that guide the viewer through segments that can be facilitated at line-up or roll-call briefings. Both programs will be packaged with a nine-segment Line-Up Training DVD program worth five hours of CPT credit. The Line-Up Training program will be designed to stimulate understanding of local agency pursuit policy related to:

- State law
- Policy compliance
- Balance of suspect apprehension vs. risk
- Public and officer safety
- Dynamics of pursuits
- Communications
- Roles and responsibilities
- Intervention
- Post-pursuit analysis

The package will include a printable course roster and attestation forms that can be completed and retained by the local agency. The CPT training package will offer a total of nine hours of CPT credit and will be available in spring 2007.

Questions about the Vehicle Pursuit CPT Training Package may be directed to Senior Consultant Jody Buna, Training Program Services, at (916) 227-4896 or Jody.Buna@post.ca.gov.

POST TO EXPAND LEGAL UPDATE TRAINING TO ONLINE FORMAT WITH CPT CREDIT

Keeping California's law enforcement officers updated on changes in statutory law and case decisions has been a longstanding training need. For more than 15 years, POST has met this need by partnering with the Alameda County District Attorney's Office and Golden West College for production of monthly case law update videos called *Case Law Today*.

Each month, this DVD video series identifies case law that directly affects California peace officers. Six concise video segments offer insight from experts within the California Court of Appeals, the Orange County Superior Court, and the Alameda County District Attorney's Office. Topics include civil liability, detention, evidence, interrogation and Miranda issues, search/seizure, search warrants, probable cause, consent, exigent circumstances, and vehicle stops.

In addition to the *Case Law Today* series, each January POST presents its annual *Legal Update Telecourse* to provide officers with the new year's changes in penal law, traffic law, and case law. While the *Legal Update Telecourse* DVD offers two hours of Continuing Professional Training (CPT) credit from POST, the *Case Law Today* series does not offer CPT credit.

Staff is currently developing a proposal to make the video portions of both legal training video programs available online via the POST Learning Portal. Online access would allow officers to access the legal update video segments 24/7. Officers completing online segments would be tracked, allowing CPT credit to be granted not only for the Legal Update Telecourse segments, but also (for the first time) for the *Case Law Today* series. The convenient access and granting of additional CPT credit will increase the popularity of these programs and will add even greater value to these well-established training resources. The online legal update training video resources are expected to be available in spring 2007.

Questions about the expansion of the legal update training to an online format may be directed to Senior Consultant Jody Buna, Training Program Services Bureau, at (916) 227-4896 or Jody.Buna@post.ca.gov.

SAN FRANCISCO POLICE DEPARTMENT ACADEMY GRADUATION ATTENDED

On November 3, 2006, the San Francisco Police Department Academy graduated the 211th session of the Basic Law Enforcement Academy at Lincoln High School in San Francisco. The graduating class, which included 35 new members of the San Francisco Police Department, filled the auditorium with family members and friends of the graduating officers.

The class maintained a 91.53% class average. Officer Randy G. Sevilla received the Academic Award for a 95.35% average. Officer Jeffrey M. McHale received the Firearms Award with a perfect score. Officer Liza Mae Lozano and Officer Murray P. Daggs received the Physical Training Awards, and Officer Rolly G. Junio received the Isaac Espinoza Award.

Chief Heather Fong addressed the graduating class and attendees. Chief Fong acknowledged the achievement of the class and advised them of the challenges they will face, as well as the expectation to be involved in the communities they will serve. The new officers were sworn-in and received their badges from Chief Fong. Members of the Police Commission, Academy Training Staff, and POST congratulated each new officer. Region Five Manager Gregory Murphy, Training Delivery and Compliance Services Bureau, represented POST at the graduation.

Questions about the San Francisco Police Department's 211th Academy graduation may be directed to Senior Consultant Gregory Murphy, Training Delivery and Compliance Services Bureau, at (916) 227-3918 or Gregory.Murphy@post.ca.gov.

POST BEGINS DEVELOPMENT OF *ACHIEVING LAW ENFORCEMENT TRAINING EXCELLENCE* TELECOURSE VIDEO

In an effort to ensure that students get the most from law enforcement training courses, and trainers receive support in the latest training strategies and methods, POST has started development of a new telecourse program entitled *Achieving Law Enforcement Training Excellence*, targeting all general law enforcement officers, law enforcement trainers, and potential trainers.

The telecourse DVD will examine several aspects of law enforcement training, including new training mandates, course delivery techniques, and emerging training technologies. Basics of subject matter expertise training styles, building learning activities, modeling, and student interaction will be incorporated into updated scenarios in the program. Highlighted will be a new technology that allows a classroom-based course to be distributed throughout the State allowing multiple sites to present a standard course without charge. The program will include a demo of a high-risk missing persons training course utilizing a new platform called "V-Forum."

"V-Forum" is an intelligently designed presentation "engine" that organizes, categorizes, links and displays multimedia content in a very efficient manner. This customized digital media product combines lecture or classroom instruction with interactive search capabilities of related courseware materials. The *Achieving Law Enforcement Training Excellence* Telecourse replaces a similar 2002 telecourse program and is tentatively scheduled for release in spring 2007.

Questions about the *Achieving Law Enforcement Training Excellence* Telecourse may be directed to Senior Consultant Jody Buna, Training Program Services Bureau, at (916) 227-4896 or Jody.Buna@post.ca.gov.

INSTRUCTOR STANDARDS ADVISORY COUNCIL MEETS

On November 15, 2006, the Instructor Standards Advisory Council (ISAC) met in San Diego. The ISAC, comprised of law enforcement trainers, educators, and executives, reviewed progress in instructor development training. POST staff made a presentation on the status of the Academy Instructor Certificate Program (AICP) and recent regulation changes.

POST staff, and representatives from the San Diego Regional Training Center and Napa Valley College, presented a draft plan for a new Instructor Development Institute (IDI). The proposed IDI would incorporate the existing AICP and MIDP along with new components to create a continuum of instructor development training. The ISAC recommended the proposal be presented to the Long Range Planning Committee for further examination. Focus group feedback from the field was also recommended and is planned for January 2007. The next ISAC meeting will be held in February 2007 (date/location to be determined).

Questions about the Instructor Standards Advisory Council may be directed to Senior Consultant Bryon G. Gustafson, Training Program Services Bureau, at (916) 227-3902 or Bryon.Gustafson@post.ca.gov.

“MENTAL MODEL” TO EXPAND INVESTIGATIVE TRAINING CAPABILITIES

A primary outcome of the detective job-analysis project has been the creation of a “Mental Model” of the investigative process. During November, a “blueprint” of the Mental Model was completed.

The Mental Model is an articulation of the decision-making process employed by expert detectives. The Model, based on tasks common to all investigations, yields decision rules that lead the investigator to a next step or conclusion. The essence of the Mental Model is the richness and utility of its content which has been created through an extensive series of workshops comprised of novice, expert, and supervisory detectives. The Model is a state-of-the-art modality for inculcating investigative skills and accelerating development of novice detectives - a necessity for succession planning.

The Model will be used for investigative training as follows:

- As an on-line overview course for detectives unable to attend the Robert Presley Institute of Criminal Investigation (ICI) Core Course, for which CPT credit would be awarded.
- As a prerequisite for attendance at the ICI Core Course and as the outline for topic coverage while attending the Core Course.
- To familiarize newly appointed, and inexperienced, supervisors and managers of investigative units with the vital aspects of the investigative process.
- To familiarize patrol officers with follow-up investigation needs.

Prior to implementation, the Mental Model will be refined to maximize user-friendliness and also to reside as a downloadable file on the POST Learning Portal. Refinement and implementation of the Mental Model as a training tool for investigators is anticipated to occur during mid-2007.

Questions about the investigative Mental Model, or the ICI Program in general, may be directed to Senior Consultant Mike Hooper, Training Program Services Bureau, at (916) 227-3912 or Mike.Hooper@post.ca.gov.

REPORT WRITING BEST PRACTICES GUIDELINES FOR THE BASIC COURSE MANAGEMENT GUIDE

At the direction of the Commission, staff has completed a preliminary draft of the Report Writing Best Practices Overview, as a new section for the POST Basic Course Management Guide. This addition to the Basic Course Management Guide is intended to provide academy staff with techniques and tools that have proven successful in identifying and remediating reading and writing-related deficiencies. A final version of this overview will be available to academies in January 2007.

Questions about the Report Writing Best Practices Overview may be directed to Personnel Selection Consultant Elizabeth Wisnia, Standards and Evaluation Services Bureau, at (916) 227-4830 or Elizabeth.Wisnia@post.ca.gov.

POST BACKGROUND INVESTIGATION ACCOMPLISHMENTS SHOWCASED AT ANNUAL CONFERENCE OF THE CALIFORNIA BACKGROUND INVESTIGATORS' ASSOCIATION

Recent accomplishments in the area of pre-employment background investigations of peace officers and public safety dispatchers were the focus of two POST presentations at the annual conference of the California Background Investigators' Association (CBIA) on November 27-30, 2006, in Santa Barbara. CBIA is the state's largest professional background investigator association with a membership of over 600. This year's conference was attended by over 325 participants.

One POST session constituted the 13th and last statewide workshop that presented the new *POST Background Investigation Manual: Guidelines for the Investigator* and associated updates to regulations, forms, and procedures. The presentation was conducted by Senior Personnel Selection Consultant Shelley Spilberg (project manager), Standards and Evaluation Services Bureau; Bureau Chief Ed Pecinovsky, Training Delivery and Compliance Services Bureau; and Sid Smith, primary contractor for this effort. In total, this workshop has been presented to over 1000 attendees statewide.

Dr. Spilberg also made a presentation on the separate and shared roles of the background investigation and the psychological evaluation in assessing candidate suitability. The presentation included ongoing work in the revision of the *POST Psychological Screening Manual* and related regulatory requirements.

Questions about the *Background Investigation Manual* and related information may be directed to the [Regional Consultants](#) or to Dr. Shelley Spilberg, Standards and Evaluation Services Bureau, at (916) 227-4824 or Shelley.Spilberg@post.ca.gov.

POST ATTENDS ACCREDITATION CONFERENCE

On November 15-19, 2006, the Commission on Law Enforcement Accreditation, Inc. (CALEA), held a conference in Reno, Nevada. Bureau Chief Ed Pecinovsky, along with Senior Consultants Dave Sylstra (Management Counseling Services Bureau), Cliff Peppers (Management Counseling Services Bureau), and Tamara Evans (Basic Training Bureau), attended and participated in the various workshops and hearing held by CALEA. Ed Pecinovsky attended training and became certified as a CALEA assessor.

Two California agencies were granted accreditation by the CALEA Commission at this conference. They are San Francisco State University Police Department, and the Santa Cruz Consolidated Emergency Communications Center in Santa Cruz. Retired Concord Chief of Police Ron Ace and Chief Joseph Polisar of the Garden Grove Police Department are currently serving on the CALEA Commission.

Questions about the Commission on Law Enforcement Accreditation, Inc. (CALEA) may be directed to Bureau Chief Ed Pecinovsky, Training Delivery and Compliance Services Bureau, at (916) 227-4874 or Ed.Pecinovsky@post.ca.gov.

EDI COURSE CERTIFICATION IMPLEMENTATION

On November 6, 2006, POST implemented the course certification portion of the Electronic Data Interchange (EDI) System. Presenters can now submit and track course certification requests and supporting documentation to POST for review and approval using the Internet. Presentation requests can also be created, changed, cancelled, or viewed.

Officer Stephanie Wharton, Bell Gardens Police Department, was the first person in the State of California to submit a complete course certification request for approval via the new Electronic Data Interchange (EDI) online course certification process. Officer Wharton was provided with a users guide and was able to successfully enter the course following the new process.

The class, titled "Court and Temporary Holding Facility," covers various topics relating to jail operations for local agencies that have custody facilities. Congratulations to Officer Wharton and the Bell Gardens Police Department for being the first in the State to use the new Electronic Course Certification System

For additional course certification information or how to sign up for an account for using EDI Course Certification, refer to POST Bulletin 2006-17 available on the POST website.

Questions about the Electronic Data Interchange (EDI) course certification implementation may be directed to your [Regional Consultant](#) in the POST Training Delivery and Compliance Bureau at (916) 227-4862.

POST STAFF ATTENDS STATE CENTER REGIONAL TRAINING FACILITY ACADEMY GRADUATION

On November 17, 2006, the State Center Regional Training Center in Fresno (SCRTF) graduated the 104th session of the extended format Basic Law Enforcement Academy. The graduates included 7 members of the Fresno Police Department and one member each from the Stanislaus County Sheriff's Department, Los Banos Police Department, Chowchilla Police Department, Kingsburg Police Department, Turlock Police Department, Madera Police Department and the Selma Police Department. The remaining 22 students were non-affiliated.

The graduating class completed 1042 hours of training and was required to maintain an academic average of 80% over the 42 weeks.

Officer Ruben L. Barron of the Fresno Police Department received the top overall academic score with an academic average of 95.53%. Officer Barron also received the Best All-Around Student Award. Cadet Dao S. Xiong received the Top Law Enforcement Skills Award with an academic average of 98.03. The Top Physical Training Award was awarded to Cadet Richard Figueroa. The Leadership Award, sponsored by the California Academy Directors Association, was presented to Officer Matthew Allen McCombs of the Madera Police Department.

One of the unique requirements for academy graduates from the State Center Regional Training Facility is the completion of a minimum of 10 hours of community service during the academy. Class 104 completed 1,067 hours of community service with Cadet Xiong completing 119 hours.

The guest speaker was Captain Keith Foster of the Fresno Police Department. Mr. Jim Edison, the Coordinator of the class, was assisted by Mr. Robert Fox, the Dean of Students Fresno City College; Mr. Richard Lindstrom, Director of the SCRTF; Mr. Tom Lean, Coordinator of the Extended Format Course from SCRTF; Recruit Training Officer Rich Owen from SCRTF; Chief Jeff Dunn of the Kingsburg Police Department; Deputy Patricia Varela of the Fresno County Sheriff's Department, and Sergeant Sherree Flores of the Fresno Police Department. Executives and Command Staff, assisted by family members, pinned badges and presented completion certificates to new members.

The graduation ceremony was held at the Evangelical Free Church of Fresno. The auditorium was filled to capacity with relatives and friends of the graduating class; representatives of federal, state, county, and city government; and members of many law enforcement agencies. Region Four Manager Thomas Scheidecker, Training Delivery and Compliance Services Bureau, represented POST at the graduation ceremony.

Questions about the State Center Regional Training Facility graduation may be directed to Senior Consultant Thomas Scheidecker, Training Delivery and Compliance Services Bureau, at (916) 227-4869 or Thomas.Scheidecker@post.ca.gov.

OAKLAND POLICE DEPARTMENT ACADEMY GRADUATION ATTENDED

On November 17, 2006, the Oakland Police Department graduated the 158th session of their Basic Law Enforcement Academy. Immediately after swearing-in and badge pinning, a video of the class' academy experience was shown, and certificates of completion were presented. The graduates included 26 members of the Oakland Police Department and three members of the Fremont Police Department.

Officer Charles O'Connor of the Oakland Police Department received the Academics Award as well as the distinction of Class Valedictorian. Officer Nicholas G. Miller received the Top Gun Award, and Officer DaSean George Spencer was the recipient of the Physical Fitness Award.

Chief Wayne G. Tucker, assisted by staff of Oakland and Fremont Police Departments, presented completion certificates to the new members of their departments. Family members and friends cheered their loved ones in recognition of their accomplishment. Chief Tucker addressed the graduating class, acknowledging their recent accomplishment and advising them of the serious and rewarding task ahead of them. Officer Charles O'Connor, class valedictorian, expressed gratitude to the training staff, and gave special thanks to Recruit Training Officers Cynthia Espinoza and Joseph McGuinn. Region Five Manager Gregory Murphy, Training Delivery and Compliance Services Bureau, represented POST at the graduation.

Questions about the Oakland Police Department's 158th Academy graduation may be directed to Senior Consultant Gregory Murphy, Training Delivery and Compliance Services Bureau, at (916) 227-3918 or Gregory.Murphy@post.ca.gov.

SANTA CLARA COUNTY SHERIFF'S DEPARTMENT GRADUATES FIRST ACADEMY CLASS

On November 2, 2006, the Santa Clara County Sheriff's Department graduated its first-ever Basic Academy. The ceremonies for Class #1 were held at the Corinthian Event Center in downtown San Jose. The auditorium was filled with family, friends, and law enforcement personnel from many agencies.

The County Executive, Peter Kutas, Jr., delivered the keynote address. Class #1 graduated 21 Deputies and one Public Safety Officer from Stanford University.

Three newly appointed deputies received awards. Deputy Justin Harper received the award for Top Academic. Deputy Issac Stallhut received the award Top Practical, and Deputy Daryl McChrisitian received the Leadership Award.

Sheriff Laurie Smith presented each deputy's badge to a family member, who pinned the badge on the graduating deputy.

Chief Laura Wilson of the Stanford University Department of Public Safety presented the department badge to the family member of the graduating Public Safety Officer who then pinned the badge on the Officer.

Questions about the Santa Clara County Sheriff's Department's graduation may be directed to Senior Consultant Charles Sandoval, Training Delivery and Compliance Services Bureau, at (916) 227-4414 or Charles.Sandoval@post.ca.gov; or to Senior Consultant Mario Rodriguez, Training Delivery and Compliance Services Bureau, at (916) 227-4867 or Mario.Rodriguez@post.ca.gov.

PRE-ACADEMY PHYSICAL FITNESS STANDARD PROJECT

Subject matter experts met in Sacramento in November to continue development of a pre-academy physical fitness assessment. The participants reviewed the validation data collected thus far by Basic Course academies, and made recommendations to assist the completion of the data collection phase of this test validation project.

Participating academies have so far tested students upon academy entry and recorded their level of success on physically-demanding parts of the curriculum. Maximum pushups, one-minute sit-ups, and 1.5 mile run times are found to be predictive of success in this small sample of academy classes. Next, a larger sample of academy classes will be tested to ensure that these findings are representative of statewide academies and that the tests meet professional standards of validity, utility and fairness.

Questions about the Pre-Academy Physical Fitness Standard Project may be directed to Senior Personnel Selection Consultant Michael Catlin, Standards and Evaluation Services Bureau, at (916) 227-2570 or Michael.Catlin@post.ca.gov.

ALAMEDA COUNTY SHERIFF'S OFFICE ACADEMY GRADUATION ATTENDED

On October 13, 2006, the Alameda County Sheriff's Office Academy graduated the 134th session of their Basic Law Enforcement Academy at the Alameda Regional Training Center. The 23 graduates included 12 members of Alameda County Sheriff's Office; four members of the BART Police Department; two members of the Contra Costa Sheriff's Office; one member of the East Bay Regional Park Police Department; two members of the Livermore Police Department; and two members of the University of California, Berkeley Police Department.

Officer Shaun O'Connor of the BART Police Department received the Overall Award, and Officer Michael Busse, also from the BART Police Department, received the Academic Award. Deputy Omeed Zargham of the Alameda County Sheriff's Office received the Top Gun Award, and Deputy Yousuf Shansab of the Contra Costa County Sheriff's Office was the recipient of the Physical Fitness Award.

Sheriff Charles C. Plummer addressed the graduating class and attendees. The Sheriff acknowledged the achievement of the class and advised them of the challenges they will face over their career. The Honorable George Hernandez, Judge of the Alameda County Superior Court, was the keynote speaker. Deputy Charles Moschetti from the Alameda County Sheriff's Office delivered the class speech. Deputy Moschetti expressed the class' gratitude to the commitment of the Alameda County Regional Training Center's training staff. Region Five Manager Gregory Murphy, Training Delivery and Compliance Services Bureau, represented POST at the graduation.

Questions about the Alameda County Sheriff's Office 134th Academy graduation may be directed to Senior Consultant Gregory Murphy, Training Delivery and Compliance Services Bureau, at (916) 227-3918 or Gregory.Murphy@post.ca.gov.

CALIFORNIA ALLIANCE TO COMBAT TRAFFICKING AND SLAVERY TASK FORCE

During November, POST staff attended a meeting of the California Alliance to Combat Trafficking and Slavery Task Force. The Task Force, established by statute in 2005, is comprised of representatives from the Attorney General's Office; the Judicial Council of California; various state agencies; the Legislature; the Commission on the Status of Women; the California District Attorneys Association (CDAA); the Public Defenders Association; the California State Sheriffs' Association; the California Police Chiefs' Association; the County Welfare Directors' Association; the California Coalition Against Sexual Assault; and representatives from an organization that provides legal services to low-income individuals, advocacy for immigrant workers' rights, organizations serving victims of human trafficking, and a survivor of human trafficking appointed by the Governor. The Task Force is responsible for identifying ways to combat human trafficking and slavery and for providing its findings and recommendations to the Governor, the Attorney General, and the Legislature.

The meeting included a segment on human trafficking training efforts. Considerable concern was expressed by committee members regarding the limited knowledge that law enforcement and prosecutors have regarding the recognition of human trafficking. POST staff described the recent development of the telecourse entitled, *Response to Human Trafficking*, and showed a brief excerpt.

The Task Force members were impressed by the quality of the training and requested further information on the release of the DVD and guidelines. Staff from the CDAA also presented their training efforts. POST staff and the CDAA staff agreed to continue collaborating on future training endeavors.

Questions about the Alliance to Combat Trafficking and Slavery Task Force and the Telecourse and Guidelines related to human trafficking may be directed to Senior Consultant Tricia Chisum, Training Program Services Bureau, at (916) 227-4895 or Patricia.Chisum@post.ca.gov.

CALENDAR OF EVENTS ON THE POST WEBSITE

Due to security concerns, the POST Calendar of Events is located within the Flagship Network on the POST Website. The Flagship Network is an electronic bulletin board for the Commission and sworn law enforcement personnel accessed through a user identification and password.

Information about obtaining access is located at http://www.post.ca.gov/library/p_ch/flagship_bb.asp. If you have access to the network but have forgotten your user identification or password, please send an email to clearinghouse@post.ca.gov.

LEGISLATIVE UPDATE

On December 4, 2006, the Legislature began the 2007-2008 session. At the time of this report, no new legislation of interest, nor legislation that would require a position by the Commission, has sufficient content for a comprehensive analysis.

REPORT DATE: November 30, 2006